

**Fifty-Second Faculty Senate
Northwest Missouri State University
Full Senate Meeting Minutes**

September 3, 2025

Members in Attendance:

Rob Voss, Peter Adam, Tony Olson, Luke Rolfes, Bao Pham, Mike Miller, Jill Baker, Shantel Farman, Luke Campbell, Alex Taylor, Cindy Tu, Oscar Perez-Hernandez, Johnny Chuang, Kyungjoong Kim, Jesse Lane (alt. for Travis Surprise, who was in attendance), Chi Lo Lim, Travis Surprise, Sanjay Prabhakar, Casey Abington, Laura Kauzlarich, Cindy Schairer-Kessler, Linda Gray-Smith, John Katsion, Kim Casey

Members Absent:

Heather Hill, Amy Hillard

- **Call to Order**
 - President Voss called the meeting to order at 3:30 p.m. President Voss assumed the role of Past-President and handed the presidency to President Mike Miller.
- **Approval of Agenda Motion by Tony Olson/Second by Peter Adam**
 - The agenda was approved unanimously.
- **Approval of Minutes Motion by Tony Olson/ Second by Peter Adam**
 - The minutes were approved unanimously.
- **Reports:**
 - **NW President Report**
 - No report
 - **Provost Report (Dr. Hooyman)**
 - Dr. Hooyman reported that a bid for a search firm to fill the Provost position has been created, with a goal to have a new Provost in place by January 2026.
 - Dr. Hooyman will attend a meeting regarding the transfer bill this month. The timeline for implementation of the bill will include working through the curriculum in the five areas. Next year will include an internal review and curriculum changes during the 2026-2027 academic year, with implementation set for fall 2027.
 - Dr. Hooyman reported that the shift to the paperless catalog has begun, and this academic year will not have a paper catalog and will be fully web-based.
 - Dr. Hooyman reported that the Administration Building will be vacated beginning in December. The building may remain closed for seven to eight months. Relocation plans have begun. Mobile offices will be located on the east side of Garrett-Strong, with many other offices being relocated in several buildings across campus.
 - Dr. Hooyman reported that construction delays and supply chains have caused several Garrett-Strong lab projects to be delayed. One is fully online and working.

- Dr. Hooyman expressed thanks for a great start to the school year and wished all faculty well.
- **Human Resources (Krista Barcus)**
 - Dr. Hooyman presented on behalf of Krista. She reported that the HR department is working on a three-tier leadership model to develop internal leadership within departments.
 - The process will begin in phases, with phase 1 beginning this fall
 - 'Physician wellness screenings are due October 15.
 - The work on Workday continues.
- **Dr. Tyler Tapps and Dr. Mike McBride**
 - Dr. Tapps reported that the accreditation visit is scheduled for 2028. This year's focus is on federal compliance reporting, and the HLC has tasked universities with moving all of their data to a new software platform.
 - Dr. Tapps provided a report on the academic facilities regarding the infrastructure project. He provided information detailing the issues in multiple academic buildings and indicated that air quality testing has been done in each of the academic buildings and the library.
 - Drs. Tapps and Hooyman reported that faculty should plan to be patient with parking and expect to have more walking time to get to buildings.
 - Dr. Tapps reported that the next big infrastructure project will be in Brown Hall. Brown Hall will be done in phases due to the need for background checks, facilities, etc.
 - Dr. Tapps reported that the infrastructure webpage is very helpful for students and staff alike and is updated in real time.

<https://www.nwmissouri.edu/alert/infrastructure/index.htm>
 - Dr. Tapps reported that Deans, Chairs, and Program Coordinators were contacted about APR. APR is an important part of our HLC accreditation, and Dr. Tapps will begin the process of meeting with faculty members to increase awareness and understanding of the process, and training sessions will be held.
 - Drs. Tapps and McBride shared that the new curriculum relevance scorecard is in beta testing and that all APRs will be done digitally moving forward.

- **Senate President (Dr. Miller)**

Welcome to the 52nd Faculty Senate at Northwest. This promises to be an exciting year with important changes taking place across the university. As Senators, your charge is to serve as the *voice of the faculty*. I encourage each of you to be assertive in carrying out this role, representing your

colleagues faithfully, and ensuring that faculty perspectives are heard in decision-making at every level.

Just a quick point of interest, for all future meetings, Faculty Senate meeting appointments will be directed only to elected Senators – no need to clutter the inbox of Alternates. When a Senator is unavailable, it is their responsibility to contact their alternate to ensure their college or school continues to be represented. While a permanent link will always be provided for remote participation, I strongly encourage in-person attendance whenever possible. Face-to-face collaboration continues to strengthen our Senate discussions and decision-making.

Reflecting on Our Progress

Last year, the Senate made meaningful strides in several critical areas:

- **Compensation and Transparency** – Two Faculty Senate members, Past President Rob Voss and Senator Araceli Hernandez-Gonzalez, served on the Compensation Taskforce, which produced actionable solutions to address pay scale challenges and extra duty compensation.
- **Policy Development** – The Senate worked tirelessly with the Chairs and Directors and the NLT on a new grievance policy, giving faculty a clearer, more supportive framework for the resolution of conflicts.
- **Bylaws Revision** – Thanks to Parliamentarian Johnny Chuang for leading revisions to the Faculty Senate bylaws. The process continues and is now near completion, providing greater clarity and strengthening our governance structure.

These accomplishments reflect the steady effort of colleagues across campus who continue to invest their time and energy into making Northwest stronger. I am deeply grateful for your work and commitment.

Looking Ahead: Priorities for the Coming Year

This year brings with it opportunities—and responsibilities—that will shape the direction of the university. I wish to quickly highlight four areas of interest, though there will be many more as we progress through the year.

- **Provost Search** – I want to begin by thanking **Dr. Hooyman** for her dedicated leadership as Provost. She has been invaluable to the advancement of faculty wellbeing and has worked tirelessly on behalf of the university community. The Northwest Leadership Team

(NLT) will select a search committee that will perform the initial screening of candidates. After that, a broader university committee will be brought together to continue the process.

- **Reorganization** – With the recent changes to the university’s structure, the Senate will work to ensure faculty voices are included as new processes and alignments are implemented. We will start today with the new committee structure, which is designed to provide clearer organization and more efficient progress. Our focus will be on smooth transitions, strong communication, and supporting colleagues as they adjust to new expectations and responsibilities.
- **Revision of Chapter 2 of the Faculty Handbook** – This process will require considerable time and effort throughout the year. The revision team will be led by **Vice President Luke Campbell**, and additional faculty will be asked to participate. This work, together with the near completion of the **bylaws revision**, reflects an ongoing effort to modernize and strengthen faculty governance at Northwest.
- **University Systems** – The new **CatPaws** will begin operations this semester, while **Workday** will have a limited impact on faculty this year. Both systems represent major changes to how the university operates, and I encourage faculty to stay engaged as these transitions unfold.

Closing

As we begin this year together, I want to remind each of you that the Faculty Senate exists to provide a strong, consistent voice for faculty. Your role matters—not only for your colleagues within your college and school but for the health and future of the university as a whole.

Thank you for your continued dedication. I look forward to working with you in the year ahead as we navigate challenges, embrace opportunities, and continue strengthening Northwest.

- **Committee Reports**
 - Senator Adam reported that the Academic Integrity Panel heard nearly 80 cases in the spring, with 45 cases having been heard on May 1st.
 - A senator mentioned a concern about the antiquated nature of Turnitin as a means of measuring plagiarism.
 - Senator Farnan reported that the collaboration with Dr. Tapps, Dr. McBride, and other leaders has been incredibly helpful for the Assessment Committee.

- **Old Business**
 - Senate Election Update
 - President Miller reported that the full slate of Senators has been elected. Alternates do not need to attend meetings unless the Senator is unable to attend. There will be a Zoom link provided for those who are traveling, etc. To vote, the Senator or alternate must be in attendance.
 - Faculty Senate Secretary
 - After discussion regarding the bylaws, Jill Baker was elected to remain the Faculty Senate Secretary for a third year.
 - Senate Bylaws Update
 - Bylaws will be updated and organized during this year.
- **New Business**
 - **Committees**
 - **Chairs and Membership**
 - President Miller reported on the reorganization of the Faculty Senate Committees and the requirements for the chairs of reporting and non-reporting committees.
 - Senator Farnan will continue to chair the Assessment and Retention Committee, and President Miller and Vice President Campbell will reach out to others to consider chairing the committees.
 - Senators discussed the committee chairpersons and the expectation that a senator should chair a committee of some kind.
 - **Dates and Times Notification**
 - President Miller reported that committee chairs can give the date and time that they would like their committee to meet, so that when faculty choose their committees, they know the dates and times ahead of time.
 - **Provost Search Committee**
 - President Miller reported that the hope is to have one faculty member per school or at least two representatives from each college will be able to be on the committee. He will advocate for diverse faculty input on the committee.
 - **Proposals**
 - President Miller reported that Dr. Elloe has stated that proposals are ready to be reviewed, and once a committee is in place, the committee will review the proposals.
- **Items from the Floor**
 - A senator asked about the syllabus template and its similarity to the syllabus addendum. Senators discussed the syllabus template and addendum, and the need for better communication and coordination

between the Deans and chairs. President Miller will bring up this need with the Provost during their next meeting.

- Missouri Hope will be held October 9-12. A call for volunteers will come soon, and all faculty, staff, and students are encouraged to participate.

- **Closed Session**

- No closed session was required.

The meeting adjourned at 4:55 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary